

BOARD OF EDUCATION OF THE CITY OF BAYONNE

BOARD OF EDUCATION  
OF THE CITY OF BAYONNE  
AND  
BAYONNE ASSOCIATION OF  
EDUCATIONAL SECRETARIES

\* \* \* \* \*

AGREEMENT

\* \* \* \* \*

Between:

Board of Education of the City of Bayonne

-and-

Bayonne Association of Educational Secretaries.

Effective Date: - July 1, 1969.

Agreement Date: - April 10, 1969.

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## A G R E E M E N T

THIS AGREEMENT, made this 10th day of April, 1969, by and between the BOARD OF EDUCATION OF THE CITY OF BAYONNE, NEW JERSEY, hereinafter referred to as the "Board", and the BAYONNE ASSOCIATION OF EDUCATIONAL SECRETARIES, hereinafter referred to as the "Association".

The Board and the Association mutually agree as follows:

### ARTICLE I

#### PRINCIPLES

- Section 1 To attain the proper professional status of the Bayonne Association of Educational Secretaries, it is important to establish mutual understanding and cooperation between the Board of Education of the City of Bayonne, New Jersey, and this association. To this end, free and open exchange of ideas is desirable and necessary.
- Section 2 The Board and the Association recognize the importance of a just, expeditious, and amicable settlement to any and all negotiations, problems, and appeals. Each party will provide to the other, upon request, satisfactory evidence of authority to act.
- Section 3 The provisions of this agreement will constitute a binding obligation of the parties for the duration hereof, or until changed by mutual consent in writing.

### ARTICLE II

#### RECOGNITION

- Section 1 That the Board recognizes the Association as the exclusive negotiating agent for the purpose of negotiating in any and all matters relating to terms and conditions of employment.

### ARTICLE III

#### GRIEVANCE

- Section 1 That the Board recognizes the Association as the exclusive bargaining agent for adjusting complaints

and grievances.

Section 2 That no reprisal of any kind be taken by the Board or by any member of the administrative staff against any member of the Association.

Section 3 If the immediate superior of an employee member requests such employee to remain after school dismissal, such immediate superior, or a duly authorized representative of his, shall remain in the office with said employee until such employee leaves the office and building.

ARTICLE IV

RIGHTS OF THE ASSOCIATION

Section 1 The Association will represent all employees in the negotiating unit and there shall be no discrimination of any kind against any member of the Association.

Section 2 The Association shall have the right to schedule meetings at a designated time and place after school hours with the permission of the Superintendent of Schools.

Section 3 The Association shall have the right to a minimum of three (3) days advance written notice from the Board for a meeting between them.

ARTICLE V

SALARIES

Section 1 The salaries of all employees covered by this Agreement are as follows:

The Board of Education of the City of Bayonne, New Jersey and the Bayonne Association of Educational Secretaries agree that the following salary schedule and longevity policy will take effect in the manner outlined below:

<u>Present Guide</u>	<u>School Year 1969-70</u>	<u>School Year 1970-71</u>
\$4400.	4800.	5200.
4600.	5000.	5400.
4800.	5200.	5600.
5000.	5400.	5800.
5200.	5600.	6000.
5300.	5800.	6200.

LONGEVITY

Yrs. of Service

20 - 24	\$150.00	Each year
25 and over	\$200.00	Each year

Employees on maximum will receive \$500.00 this year (1969-70) and \$400.00 next year (1970-71), effective July 1, 1969.

ARTICLE VI

GENERAL PROVISIONS

With respect to matters not covered by this Agreement, which are proper subjects for collective bargaining, the Rules and Regulations of the Board of Education shall be binding. However, the Board agrees that it will make no changes in the Rules and Regulations without appropriate prior consultation and negotiation with the designated representatives of the Association.

ARTICLE VII

MANAGEMENT'S RIGHTS

All rights not expressly granted to the Association in this Agreement are hereby reserved by the Board.

ARTICLE VIII

FUTURE NEGOTIATIONS

Negotiations on a new contract shall commence no sooner than October 1st, 1970, and no later than October 31st, 1970.

ARTICLE IX

SAVINGS CLAUSE

In the event that any provision of this Agreement is, or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.

ARTICLE X

DURATION

This Agreement, and each of its provisions, shall be in effect as of July 1st, 1969 and shall continue in full force and effect until June 30th, 1971.

IN WITNESS WHEREOF, the parties hereto have duly caused this Agreement to be executed by their accredited representatives, the date and year first above written.

BOARD OF EDUCATION OF THE CITY OF BAYONNE, NEW JERSEY.

ATTEST:

Joseph G. Skutnick  
(Joseph G. Skutnick)  
Secretary.

By Herman L. Brockman  
(Herman L. Brockman)  
President.

BAYONNE ASSOCIATION OF EDUCATIONAL SECRETARIES

ATTEST:

Julia W. Chodkiewicz CEO  
Secretary.

By Richard D. Okun OKUN  
President.